

Polsinelli LLP  
2049 Century Park East, Suite 2900  
Los Angeles, CA 90067  
(310) 556-1801

POLSINELLI LLP  
Christina T. Tellado (SBN 298597)  
ttellado@polsinelli.com  
Austin M. Schulz (SBN 323067)  
aschulz@polsinelli.com  
2049 Century Park East, Suite 2900  
Los Angeles, California 90067  
Telephone: (310) 556-1801  
Facsimile: (310) 556-1802

Attorneys for Defendants  
HEIDRICK & STRUGGLES, INC.,  
BUSINESS TALENT GROUP, LLC, &  
DAN RYAN

**UNITED STATES DISTRICT COURT  
CENTRAL DISTRICT OF CALIFORNIA**

JANE DOE,  
Plaintiff,

vs.

HEIDRICK & STRUGGLES, INC.,  
BUSINESS TALENT GROUP, LLC,  
and DAN RYAN; DOES 1 to 100,  
inclusive

Defendants.

Case No.: 2:24-CV-01113-SPG (MRWx)  
*Assigned to Hon. Sherilyn Peace Garnett;  
Honorable Judge Michael R. Wilner*

**~~PROPOSED~~ STIPULATED  
PROTECTIVE ORDER**

1. A. PURPOSES AND LIMITATIONS

Discovery in this action is likely to involve production of confidential, proprietary, or private information for which special protection from public disclosure and from use for any purpose other than prosecuting this litigation may be warranted. Accordingly, the parties hereby stipulate to and petition the Court to enter the following Stipulated Protective Order. The parties acknowledge that this Order does not confer blanket protections on all disclosures or responses to discovery and that the protection

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1 it affords from public disclosure and use extends only to the limited information or  
2 items that are entitled to confidential treatment under the applicable legal principles.  
3 The parties further acknowledge, as set forth in Section 12.3, below, that this Stipulated  
4 Protective Order does not entitle them to file confidential information under seal; Civil  
5 Local Rule 79-5 sets forth the procedures that must be followed and the standards that  
6 will be applied when a party seeks permission from the court to file material under seal.

7 B. GOOD CAUSE STATEMENT

8 This action is likely to involve trade secrets, customer and pricing lists and other  
9 valuable research, development, commercial, financial, technical and/or proprietary  
10 information, as well as private medical information, for which special protection from  
11 public disclosure and from use for any purpose other than prosecution of this action is  
12 warranted. Such confidential and proprietary materials and information consist of,  
13 among other things, confidential business or financial information, information  
14 regarding confidential business practices, or other confidential research, development,  
15 or commercial information (including information implicating privacy rights of third  
16 parties), information otherwise generally unavailable to the public, or which may be  
17 privileged or otherwise protected from disclosure under state or federal statutes, court  
18 rules, case decisions, or common law. Accordingly, to expedite the flow of  
19 information, to facilitate the prompt resolution of disputes over confidentiality of  
20 discovery materials, to adequately protect information the parties are entitled to keep  
21 confidential, to ensure that the parties are permitted reasonable necessary uses of such  
22 material in preparation for and in the conduct of trial, to address their handling at the  
23 end of the litigation, and serve the ends of justice, a protective order for such  
24 information is justified in this matter. It is the intent of the parties that information will  
25 not be designated as confidential for tactical reasons and that nothing be so designated  
26 without a good faith belief that it has been maintained in a confidential, non-public  
27 manner, and there is good cause why it should not be part of the public record of this  
28 case.

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2. DEFINITIONS

2.1 Action: this pending federal lawsuit.

2.2 Challenging Party: a Party or Non-Party that challenges the designation of information or items under this Order.

2.3 “CONFIDENTIAL” Information or Items: information (regardless of how it is generated, stored or maintained) or tangible things that qualify for protection under Federal Rule of Civil Procedure 26(c), and as specified above in the Good Cause Statement.

2.4 Counsel: Outside Counsel of Record and House Counsel (as well as their support staff).

2.5 Designating Party: a Party or Non-Party that designates information or items that it produces in disclosures or in responses to discovery as “CONFIDENTIAL.”

2.6 Disclosure or Discovery Material: all items or information, regardless of the medium or manner in which it is generated, stored, or maintained (including, among other things, testimony, transcripts, and tangible things), that are produced or generated in disclosures or responses to discovery in this matter.

2.7 Expert: a person with specialized knowledge or experience in a matter pertinent to the litigation who has been retained by a Party or its counsel to serve as an expert witness or as a consultant in this Action.

2.8 House Counsel: attorneys who are employees of a party to this Action. House Counsel does not include Outside Counsel of Record or any other outside counsel.

2.9 Non-Party: any natural person, partnership, corporation, association, or other legal entity not named as a Party to this action.

2.10 Outside Counsel of Record: attorneys who are not employees of a party to this Action but are retained to represent or advise a party to this Action and have

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1 appeared in this Action on behalf of that party or are affiliated with a law firm which  
 2 has appeared on behalf of that party, and includes support staff.

3 2.11 Party: any party to this Action, including all of its officers, directors,  
 4 employees, consultants, retained experts, and Outside Counsel of Record (and their  
 5 support staffs).

6 2.12 Producing Party: a Party or Non-Party that produces Disclosure or  
 7 Discovery Material in this Action.

8 2.13 Professional Vendors: persons or entities that provide litigation support  
 9 services (e.g., photocopying, videotaping, translating, preparing exhibits or  
 10 demonstrations, and organizing, storing, or retrieving data in any form or medium) and  
 11 their employees and subcontractors.

12 2.14 Protected Material: any Disclosure or Discovery Material that is  
 13 designated as “CONFIDENTIAL.”

14 2.15 Receiving Party: a Party that receives Disclosure or Discovery Material  
 15 from a Producing Party.

### 16 3. SCOPE

17 The protections conferred by this Stipulation and Order cover not only Protected  
 18 Material (as defined above), but also (1) any information copied or extracted from  
 19 Protected Material; (2) all copies, excerpts, summaries, or compilations of Protected  
 20 Material; and (3) any testimony, conversations, or presentations by Parties or their  
 21 Counsel that might reveal Protected Material. Any use of Protected Material at trial  
 22 shall be governed by the orders of the trial judge. This Order does not govern the use  
 23 of Protected Material at trial.

### 24 4. DURATION

25 Even after final disposition of this litigation, the confidentiality obligations  
 26 imposed by this Order shall remain in effect until a Designating Party agrees otherwise  
 27 in writing or a court order otherwise directs. Final disposition shall be deemed to be  
 28 the later of (1) dismissal of all claims and defenses in this Action, with or without

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prejudice; and (2) final judgment herein after the completion and exhaustion of all appeals, rehearings, remands, trials, or reviews of this Action, including the time limits for filing any motions or applications for extension of time pursuant to applicable law.

## 5. DESIGNATING PROTECTED MATERIAL

### 5.1 Exercise of Restraint and Care in Designating Material for Protection.

Each Party or Non-Party that designates information or items for protection under this Order must take care to limit any such designation to specific material that qualifies under the appropriate standards. The Designating Party must designate for protection only those parts of material, documents, items, or oral or written communications that qualify so that other portions of the material, documents, items, or communications for which protection is not warranted are not swept unjustifiably within the ambit of this Order.

Mass, indiscriminate, or routinized designations are prohibited. Designations that are shown to be clearly unjustified or that have been made for an improper purpose (e.g., to unnecessarily encumber the case development process or to impose unnecessary expenses and burdens on other parties) may expose the Designating Party to sanctions.

If it comes to a Designating Party's attention that information or items that it designated for protection do not qualify for protection, that Designating Party must promptly notify all other Parties that it is withdrawing the inapplicable designation.

5.2 Manner and Timing of Designations. Except as otherwise provided in this Order (see, e.g., second paragraph of section 5.2(a) below), or as otherwise stipulated or ordered, Disclosure or Discovery Material that qualifies for protection under this Order must be clearly so designated before the material is disclosed or produced.

Designation in conformity with this Order requires:

(a) for information in documentary form (e.g., paper or electronic documents, but excluding transcripts of depositions or other pretrial or trial proceedings), that the Producing Party affix at a minimum, the legend "CONFIDENTIAL" (hereinafter

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“CONFIDENTIAL legend”), to each page that contains protected material. If only a portion or portions of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).

A Party or Non-Party that makes original documents available for inspection need not designate them for protection until after the inspecting Party has indicated which documents it would like copied and produced. During the inspection and before the designation, all of the material made available for inspection shall be deemed “CONFIDENTIAL.”

After the inspecting party has identified the documents it wants copied and produced, the Producing Party must determine which documents, or portions thereof, qualify for protection under this Order. Then, before producing the specified documents, the Producing Party must affix the “CONFIDENTIAL legend” to each page that contains Protected Material. If only a portion or portions of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).

(b) for testimony given in depositions that the Designating Party identify the Disclosure or Discovery Material on the record, before the close of the deposition all protected testimony.

(c) for information produced in some form other than documentary and for any other tangible items, that the Producing Party affix in a prominent place on the exterior of the container or containers in which the information is stored the legend “CONFIDENTIAL.” If only a portion or portions of the information warrants protection, the Producing Party, to the extent practicable, shall identify the protected portion(s).

5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent failure to designate qualified information or items does not, standing alone, waive the Designating Party’s right to secure protection under this Order for such material. Upon

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1 timely correction of a designation, the Receiving Party must make reasonable efforts  
 2 to assure that the material is treated in accordance with the provisions of this Order.

3 **6. CHALLENGING CONFIDENTIALITY DESIGNATIONS**

4 **6.1 Timing of Challenges.** Any Party or Non-Party may challenge a  
 5 designation of confidentiality at any time. Unless a prompt challenge to Designating  
 6 Party's confidentiality designations is necessary to avoid foreseeable, substantial  
 7 unfairness, unnecessary economic burdens, or a significant disruptions or delay of the  
 8 litigation, a Party does not waive its right to challenge a confidentiality designation by  
 9 electing not to mount a challenge promptly after the original designation is disclosed.

10 **6.2 Meet and Confer.** The Challenging Party shall initiate the dispute  
 11 resolution process under Local Rule 37.1 et seq. The Challenging Party shall initiate  
 12 the dispute resolution process by providing written notice of each designation it is  
 13 challenging and describing the basis for each challenge. To avoid ambiguity as to  
 14 whether a challenge has been made, the written notice must recite that the challenge to  
 15 confidentiality is being made in accordance with this specific paragraph of the  
 16 Protective Order. The parties shall attempt to resolve each challenge in good faith and  
 17 must begin the process by conferring directly (in voice to voice dialogue; other forms  
 18 of communication are not sufficient) within 14 days of the date of service of notice. In  
 19 conferring, the Challenging Party must explain the basis for its belief that the  
 20 confidentiality designation was not proper and must give the Designating Party an  
 21 opportunity to review the designated material, to reconsider the circumstances, and, if  
 22 no change in designation is offered, to explain the basis for the chosen designation. A  
 23 Challenging Party may proceed to the next stage of the challenge process only if it has  
 24 engaged in this meet and confer process first or establishes that the Designating Party  
 25 is unwilling to participate in the meet and confer process in a timely manner.

26 **6.3 The burden of persuasion in any such challenge proceeding shall be on**  
 27 **the Designating Party.** Frivolous challenges, and those made for an improper purpose  
 28 (e.g., to harass or impose unnecessary expenses and burdens on other parties) may

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1 expose the Challenging Party to sanctions. Unless the Designating Party has waived or  
 2 withdrawn the confidentiality designation, all parties shall continue to afford the  
 3 material in question the level of protection to which it is entitled under the Producing  
 4 Party's designation until the Court rules on the challenge.

5 7. ACCESS TO AND USE OF PROTECTED MATERIAL

6 7.1 Basic Principles. A Receiving Party may use Protected Material that is  
 7 disclosed or produced by another Party or by a Non-Party in connection with this  
 8 Action only for prosecuting, defending, or attempting to settle this Action. Such  
 9 Protected Material may be disclosed only to the categories of persons and under the  
 10 conditions described in this Order. When the Action has been terminated, a Receiving  
 11 Party must comply with the provisions of section 13 below (FINAL DISPOSITION).

12 Protected Material must be stored and maintained by a Receiving Party at a  
 13 location and in a secure manner that ensures that access is limited to the persons  
 14 authorized under this Order.

15 7.2 Disclosure of "CONFIDENTIAL" Information or Items. Unless  
 16 otherwise ordered by the court or permitted in writing by the Designating Party, a  
 17 Receiving Party may disclose any information or item designated "CONFIDENTIAL"  
 18 only to:

19 (a) the Receiving Party's Outside Counsel of Record in this Action, as well  
 20 as employees of said Outside Counsel of Record to whom it is reasonably necessary to  
 21 disclose the information for this Action;

22 (b) the officers, directors, and employees (including House Counsel) of the  
 23 Receiving Party to whom disclosure is reasonably necessary for this Action;

24 (c) Experts (as defined in this Order) of the Receiving Party to whom  
 25 disclosure is reasonably necessary for this Action and who have signed the  
 26 "Acknowledgment and Agreement to Be Bound" (Exhibit A);

27 (d) the court and its personnel;

28 (e) court reporters and their staff;

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(f) professional jury or trial consultants, mock jurors, and Professional Vendors to whom disclosure is reasonably necessary for this Action and who have signed the “Acknowledgment and Agreement to Be Bound” (Exhibit A);

(g) the author or recipient of a document containing the information or a custodian or other person who otherwise possessed or knew the information;

(h) during their depositions, witnesses, and attorneys for witnesses, in the Action to whom disclosure is reasonably necessary provided: (1) the deposing party requests that the witness sign the form attached as Exhibit 1 hereto; and (2) they will not be permitted to keep any confidential information unless they sign the “Acknowledgment and Agreement to Be Bound” (Exhibit A), unless otherwise agreed by the Designating Party or ordered by the court. Pages of transcribed deposition testimony or exhibits to depositions that reveal Protected Material may be separately bound by the court reporter and may not be disclosed to anyone except as permitted under this Stipulated Protective Order; and

(i) any mediator or settlement officer, and their supporting personnel, mutually agreed upon by any of the parties engaged in settlement discussions.

8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN OTHER LITIGATION

If a Party is served with a subpoena or a court order issued in other litigation that compels disclosure of any information or items designated in this Action as “CONFIDENTIAL,” that Party must:

(a) promptly notify in writing the Designating Party. Such notification shall include a copy of the subpoena or court order;

(b) promptly notify in writing the party who caused the subpoena or order to issue in the other litigation that some or all of the material covered by the subpoena or order is subject to this Protective Order. Such notification shall include a copy of this Stipulated Protective Order; and

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(c) cooperate with respect to all reasonable procedures sought to be pursued by the Designating Party whose Protected Material may be affected. If the Designating Party timely seeks a protective order, the Party served with the subpoena or court order shall not produce any information designated in this action as “CONFIDENTIAL” before a determination by the court from which the subpoena or order issued, unless the Party has obtained the Designating Party’s permission. The Designating Party shall bear the burden and expense of seeking protection in that court of its confidential material and nothing in these provisions should be construed as authorizing or encouraging a Receiving Party in this Action to disobey a lawful directive from another court.

9. A NON-PARTY’S PROTECTED MATERIAL SOUGHT TO BE PRODUCED IN THIS LITIGATION

(a) The terms of this Order are applicable to information produced by a Non-Party in this Action and designated as “CONFIDENTIAL.” Such information produced by Non-Parties in connection with this litigation is protected by the remedies and relief provided by this Order. Nothing in these provisions should be construed as prohibiting a Non-Party from seeking additional protections.

(b) In the event that a Party is required, by a valid discovery request, to produce a Non-Party’s confidential information in its possession, and the Party is subject to an agreement with the Non-Party not to produce the Non-Party’s

confidential information, then the Party shall:

(1) promptly notify in writing the Requesting Party and the Non-Party that some or all of the information requested is subject to a confidentiality agreement with a Non-Party;

(2) promptly provide the Non-Party with a copy of the Stipulated Protective Order in this Action, the relevant discovery request(s), and a reasonably specific description of the information requested; and

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(3) make the information requested available for inspection by the Non-Party, if requested.

(c) If the Non-Party fails to seek a protective order from this court within 14 days of receiving the notice and accompanying information, the Receiving Party may produce the Non-Party's confidential information responsive to the discovery request. If the Non-Party timely seeks a protective order, the Receiving Party shall not produce any information in its possession or control that is subject to the confidentiality agreement with the Non-Party before a determination by the court. Absent a court order to the contrary, the Non-Party shall bear the burden and expense of seeking protection in this court of its Protected Material.

#### 10. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL

If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed Protected Material to any person or in any circumstance not authorized under this Stipulated Protective Order, the Receiving Party must immediately (a) notify in writing the Designating Party of the unauthorized disclosures, (b) use its best efforts to retrieve all unauthorized copies of the Protected Material, (c) inform the person or persons to whom unauthorized disclosures were made of all the terms of this Order, and (d) request such person or persons to execute the "Acknowledgment and Agreement to Be Bound" that is attached hereto as Exhibit A.

#### 11. INADVERTENT PRODUCTION OF PRIVILEGED OR OTHERWISE PROTECTED MATERIAL

When a Producing Party gives notice to Receiving Parties that certain inadvertently produced material is subject to a claim of privilege or other protection, the obligations of the Receiving Parties are those set forth in Federal Rule of Civil Procedure 26(b)(5)(B). This provision is not intended to modify whatever procedure may be established in an e-discovery order that provides for production without prior privilege review. Pursuant to Federal Rule of Evidence 502(d) and (e), insofar as the parties reach an agreement on the effect of disclosure of a communication or

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1 information covered by the attorney-client privilege or work product protection, the  
2 parties may incorporate their agreement in the stipulated protective order submitted to  
3 the court.

4 12. MISCELLANEOUS

5 12.1 Right to Further Relief. Nothing in this Order abridges the right of any  
6 person to seek its modification by the Court in the future.

7 12.2 Right to Assert Other Objections. By stipulating to the entry of this  
8 Protective Order no Party waives any right it otherwise would have to object to  
9 disclosing or producing any information or item on any ground not addressed in this  
10 Stipulated Protective Order. Similarly, no Party waives any right to object on any  
11 ground to use in evidence of any of the material covered by this Protective Order.

12 12.3 Filing Protected Material. A Party that seeks to file under seal any  
13 Protected Material must comply with Civil Local Rule 79-5. Protected Material may  
14 only be filed under seal pursuant to a court order authorizing the sealing of the specific  
15 Protected Material at issue. If a Party's request to file Protected Material under seal is  
16 denied by the court, then the Receiving Party may file the information in the public  
17 record unless otherwise instructed by the court.

18 13. FINAL DISPOSITION

19 After the final disposition of this Action, as defined in paragraph 4, within 60  
20 days of a written request by the Designating Party, each Receiving Party must return  
21 all Protected Material to the Producing Party or destroy such material. As used in this  
22 subdivision, "all Protected Material" includes all copies, abstracts, compilations,  
23 summaries, and any other format reproducing or capturing any of the Protected  
24 Material. Whether the Protected Material is returned or destroyed, the Receiving Party  
25 must submit a written certification to the Producing Party (and, if not the same person  
26 or entity, to the Designating Party) by the 60 day deadline that (1) identifies (by  
27 category, where appropriate) all the Protected Material that was returned or destroyed  
28 and (2) affirms that the Receiving Party has not retained any copies, abstracts,

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compilations, summaries or any other format reproducing or capturing any of the Protected Material. Notwithstanding this provision, Counsel are entitled to retain an archival copy of all pleadings, motion papers, trial, deposition, and hearing transcripts, legal memoranda, correspondence, deposition and trial exhibits, expert reports, attorney work product, and consultant and expert work product, even if such materials contain Protected Material. Any such archival copies that contain or constitute Protected Material remain subject to this Protective Order as set forth in Section 4 (DURATION).

14. Any violation of this Order may be punished by any and all appropriate measures including, without limitation, contempt proceedings and/or monetary sanctions.

IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.


Dated: August 8, 2024

SHEGERIAN & ASSOCIATES, INC.

  
Mahru Madjidi, Esq.  
Attorney for Plaintiff

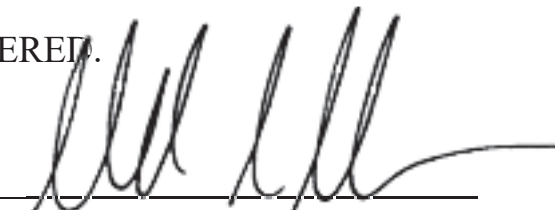
Dated: August 8, 2024

POLSINELLI LLP

  
Christina Tellado, Esq.  
Austin Schulz, Esq.  
Attorney for Defendants

FOR GOOD CAUSE SHOWN, IT IS SO ORDERED.

DATED: 8/9/2024

  
Honorable Judge Michael R. Wilner  
United States Magistrate Judge

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 Los Angeles, CA 90067  
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# EXHIBIT A

## ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

I, \_\_\_\_\_ [print or type full name], of  
 \_\_\_\_\_ [print or type full address], declare under penalty  
 of perjury that I have read in its entirety and understand the Stipulated Protective Order  
 that was issued by the United States District Court for the Central District of California  
 on [date] in the case of *Jane Doe v. Heidrick & Struggles, Inc., et al.*, Case No. 2:24-  
 CV-01113-SPG (MRWx). I agree to comply with and to be bound by all the terms of  
 this Stipulated Protective Order and I understand and acknowledge that failure to so  
 comply could expose me to sanctions and punishment in the nature of contempt. I  
 solemnly promise that I will not disclose in any manner any information or item that is  
 subject to this Stipulated Protective Order to any person or entity except in strict  
 compliance with the provisions of this Order.

I further agree to submit to the jurisdiction of the United States District Court  
 for the Central District of California for the purpose of enforcing the terms of this  
 Stipulated Protective Order, even if such enforcement proceedings occur after  
 termination of this action. I hereby appoint \_\_\_\_\_ [print  
 or type full name] of \_\_\_\_\_ [print or type full address  
 and telephone number] as my California agent for service of process in connection with  
 this action or any proceedings related to enforcement of this Stipulated Protective  
 Order.

Date: \_\_\_\_\_

City and State where sworn and signed: \_\_\_\_\_

Printed name: \_\_\_\_\_

Signature: \_\_\_\_\_